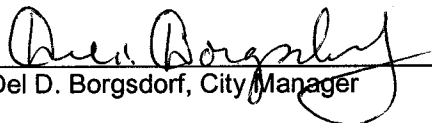



THIS AGREEMENT executed on the 11th day of June 2003 between the City of San Jose and the International Brotherhood of Electrical Workers, Local No. 332, in WITNESS thereof, the appropriate Representatives of the parties have affixed their signature thereto.

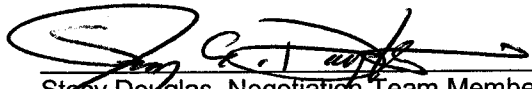
This Memorandum of Agreement is subject to approval by the City Council of the City of San Jose and the appropriate Representatives of the International Brotherhood of Electrical Workers, Local No. 332.

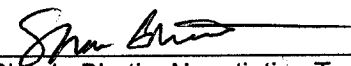
For the City of San Jose:


Del D. Borgsdorf, City Manager


Alex Gurza, Lead Negotiator
Director of Employee Relations

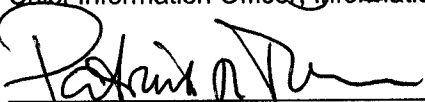

Jennifer A. Maguire, Co-Lead Negotiator
Assistant Budget Director


Stacy Douglas, Negotiation Team Member
Executive Analyst

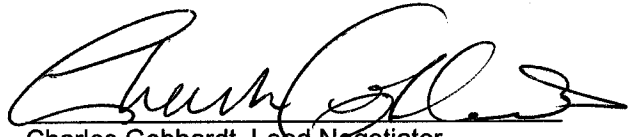

Sheela Bhatia, Negotiation Team Member
Executive Analyst


Francis B. McVey, Negotiation Team Member
Chief Deputy Director, Environmental Services


Wandzia Grycz, Negotiation Team Member
Chief Information Officer, Information Technology

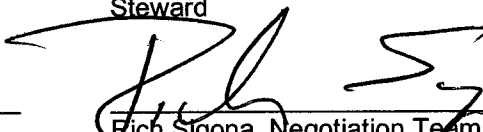

Patrick Tonna, Negotiation Team Member
Deputy Director, Airport

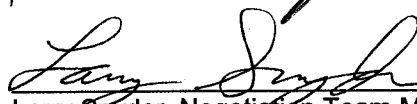
**For the International Brotherhood of
Electrical Workers Local 332 (IBEW):**


Charles Gebhardt, Lead Negotiator
Chief Steward


Sal Ventura, Negotiation Team Member
IBEW Business Manager


Wayne J. Paigly, Negotiation Team Member
Steward


Rich Sigona, Negotiation Team Member
Steward


Larry Snyder, Negotiation Team Member
Steward